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NPIC/TSSG/DED-1555-69  
27 March 1969

MEMORANDUM FOR : Executive Director, NPIC  
THROUGH : Chief, Development & Engineering Division, TSSG  
THROUGH : Chief, Technical Services & Support Group  
SUBJECT : Description of the Proposed NPIC PI Process  
Research Program

1. Goal

To develop a battery of perceptual-psychological tests for photo interpreters and to validate these tests against actual photo interpretation performance. This effort, if successful, will help improve future selection of PIs and provide NPIC management with a more comprehensive description and understanding of individual PIs and PI candidates.

2. Procedures

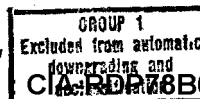
a. Correlate existing test data (AES's Professional Applicant Test Battery and the Image Interpretation Selection Battery scores) with photo interpretation performance measures (such as the Offutt PI Course Scores, specially-devised supervisory ratings and performance measures developed by [ ] on a representative sample of Center PIs. This phase will assess the predictive value (validity) of our current tests.

b. Devise a supplementary battery of perceptual-psychological tests to be administered to a small sample of Center PIs on whom performance measures will have been obtained. This phase will require extensive interviewing and testing of approximately 20 Center PIs. Select from the total group of tests administered to this group those tests with the more promising validities and administer to a larger sample of PIs on whom performance measures are obtained. Based on the results with this larger sample, select the most valid tests for inclusion in a test battery to be given to PI candidates.

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3. It is obviously difficult to predict the payoff potential of this proposed project, especially in light of the paucity of adequate PI performance measures. Nevertheless, it is recommended that this effort be undertaken, in order to help determine the validity of those tests currently used in connection with selection of PIs as well as to explore other promising tests.

4. Efforts to date have resulted in a general test plan, developed along the lines discussed in the 17 February meeting. Once finalized, the plan will be forwarded to your office for approval. Present and proposed Center obligations will be involved with providing direction to and responding to requests for information from AES research personnel. The AES responsibilities shall deal primarily with test development and test administration, as well as analysis and interpretation of the data. All efforts are to be coordinated through [redacted]

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[redacted]  
Senior Behavioral Scientist, NPIC/TSSG

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Psychologist, Research Branch, OMS/AES

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Distribution:

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